

**Tentative Final Agreement between TAL (Teachers Association of Lancaster)  
and the Lancaster School District for 2020-2021 and 2021-2022  
May 7, 2021**

**Along with a commitment to support and participate in a campaign for: “Options and Excellence - Stronger, Bolder, Better Than Ever”, we have agreed to the following:**

- 2020-2021
  - 0% on salary schedule
  - A 6% one-time, off-schedule bonus for the 2020-2021 school year will be paid no later than October 1, 2021, to all bargaining unit members who were active on May 10, 2021.
- 2021-2022
  - 3.25% on salary schedule increase for the 2021-2022 school year will be effective 7/1/21.
  - An additional 5% one-time off-schedule bonus for the 2021-2022 school year will be paid no later than December 15, 2021, to all bargaining unit members active on October 1, 2021.
  - The District will contribute 0.25% of the aggregate salary paid to TAL Bargaining Unit Members to the Medigap Fund, effective July 1, 2021.
    - This will change Article 21, section 3.1 to read, “In any school year the District shall not be required to contribute to the Medigap Fund more than the equivalent of a one and one quarter percent (1 ¼ %) salary increase based on the aggregate salary paid to the certificated unit in the current school year (exclusive of the amount of employer contributions and taxes). The District’s funding obligations shall be determined annually by the trust fund’s board of trustees after review of the plan’s experience and consultation with a benefits consultant qualified to estimate the plan’s funding needs. In no event, however, will the District’s funding obligations in any school year exceed the above referenced maximum.”
- The District agrees to an MOU for the 2021-2022 school year to pay for the release of the TAL President for one (1) period at the cost of 1/7th salary and statutory benefits. TAL will pay for at least one (1) period of release time, as well.
- Both parties agree that, upon ratification, the current contract language will remain status quo for a period of two years, from July 1, 2020 until June 30, 2022. There will be no reopener negotiations for the 2021-2022 school year and neither party will reopen any portion of the contract for 2021-22. This suspends Article XXX, 2.0, Article XXI 1.1 language that states, “Any year the annual premium increases more than five (5) percent over the prior year, the parties agree to re-negotiate employee benefits,” and any other contract language which would necessitate the reopening of any element of the current contract until July 1, 2022. However, both parties agree to meet and discuss the following issues as indicated below:
  - The District and TAL agree that we will meet in August/September of 2021, to engage in discussion on overload para compensation when a para is not available, additional compensation for meetings beyond Tuesday meetings, as well as Article XV Safety Conditions of Employment and Article XXVII Peer Assistance/Peer Review, Induction Programs and Instructional Coaches.

- The District and TAL agree to update Chair descriptions along with the payment structure and the number of positions per person, the 2022-23 Calendar, and the Orthopedic Impairment Specialist Job Description through the MOU Process.
- Article ~~XXX~~ 1.0 will extend the duration of the current contract through June 30, 2022.